

February 8, 2010

John Mukhar  
President  
Association of Engineers and Architects (AEA Units 41/42 and 43), IFPTE Local 21  
c/o Environmental Services Department

**RE: City/AEA Negotiations (Units 41/42 and 43)**

Dear John:

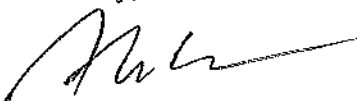
As you know, the City is facing a significant budget shortfall for Fiscal Year 2010-2011. We would like to begin negotiations with AEA to meet and confer over compensation and benefits. Please let us know when the AEA negotiating team would be available to begin negotiations.

As you may be aware, the City's Employer-Employee Relations Resolution provides for paid release time for up to three (3) representatives to attend these negotiation meetings. Please provide the names of the employees that will be participating in the negotiations and we will send notification to the managers to ensure the employees are provided release time to attend the scheduled meetings.

In addition, for your reference we have attached an Information Memo dated November 12, 2009, regarding the goal for reducing ongoing per employee costs, per Council action on November 5, 2009. We look forward to discussing this further with AEA at our first meeting.

Should you have any questions, please let me know.

Sincerely,



Alex Gurza  
Director of Employee Relations

c: Gina Donnelly, Deputy Director of Employee Relations  
Nancy Ostrowski, IFPTE Local 21 Senior Representative

Enclosure



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SENT TO COUNCIL: \_\_\_\_\_

NOV 12 2009

by City Manager's Office  
*Memorandum*

TO: HONORABLE MAYOR AND  
CITY COUNCIL

FROM: Alex Gurza

SUBJECT: GOAL FOR REDUCING  
ONGOING PER EMPLOYEE COSTS

DATE: November 12, 2009

Approved \_\_\_\_\_

Date \_\_\_\_\_

11/12/09

### INFORMATION

During the Special City Council Meeting held on November 5, 2009, staff received direction to achieve savings targeted to be equivalent to one third of the City's \$96.4 million projected shortfall in the General Fund for 2010-2011 through employee wage and benefit concessions. The attachment to this memorandum details the cost savings from achieving a 5% reduction in ongoing total employee compensation costs broken down by each employee unit. Please note that the attachment includes all City employees, including unrepresented executive management employees.

Reducing ongoing total compensation costs by 5% would result in approximately \$31.5 million in savings in the General Fund and a total of approximately \$42.19 million in all funds.<sup>1</sup> It should be noted, however, that compensation reductions that directly affect wages will have an overhead reimbursement impact to the General Fund which will result in a lower net General Fund savings than the figures stated above. Also, because the cost-recovery Development Fee Programs are budgeted in the General Fund, any compensation reductions to employee groups budgeted in those fee programs will be captured directly in those programs, which will also reduce the General Fund savings that can be applied to resolving the \$96.4 million projected shortfall.

Please contact me at 535-8155 if you have any questions.

ALEX GURZA  
Director, Office of Employee Relations

Attachment \_\_\_\_\_

<sup>1</sup> Source: Salary and Fringe Benefit Cost by Employee Unit & Fund for the 2010-2011 Base Budget



**Goal for Reducing Ongoing Per Employee Costs**  
**5% Reduction in Total Compensation**

Employee Unit	Base and Associated/Non-Associated Fringe			5% Reduction in Total Compensation		
	General Fund	Other Funds	Total Funds	General Fund	Other Funds	Total Funds
Association of Building, Mechanical and Electrical Inspectors (ABMEI)	\$6.75M	\$1.27M	\$8.02M	\$337.27K	\$63.73K	\$401.00K
Association of Engineers and Architects (AEA)	\$6.37M	\$26.22M	\$32.59M	\$318.51K	\$1.31M	\$1.63M
Association of Legal Professionals (ALP)	\$7.62M	\$1.18M	\$8.81M	\$381.24K	\$59.11K	\$440.38K
Association of Maintenance Supervisory Personnel (AMSP)	\$3.51M	\$6.86M	\$10.47M	\$180.40K	\$342.94K	\$523.34K
City Association of Management Personnel (CAMP)	\$26.00M	\$30.41M	\$56.40M	\$1.30M	\$1.52M	\$2.82M
Confidential Employees' Organization (CEO)	\$13.04M	\$12.58M	\$25.62M	\$652.09K	\$628.92K	\$1.28M
Executive Management (Unit 99)	\$29.32M	\$16.32M	\$45.64M	\$1.47M	\$ .82M	\$2.28M
International Brotherhood of Electrical Workers, Local No. 332 (IBEW)	\$4.31M	\$6.47M	\$10.78M	\$215.37K	\$323.60K	\$538.97K
International Union of Operating Engineers, Local No. 3 (IOEW)	\$27.12M	\$44.94M	\$72.06M	\$1.38M	\$2.25M	\$3.60M
Municipal Employees' Federation (MEF)	\$126.38M	\$74.64M	\$201.02M	\$6.32M	\$3.73M	\$10.05M
San Jose Fire Fighters, Local 230 (IAFF)	\$129.69M	\$00.00K	\$129.69M	\$6.48M	\$00.00K	\$6.48M
San Jose Police Officers' Association (POA)	\$241.72M	\$00.00K	\$241.72M	\$12.09M	\$00.00K	\$12.09M
Unrepresented Non-Management	\$1.05M	\$23.81K	\$1.07M	\$52.33K	\$01.18K	\$53.51K
<b>GRAND TOTALS:</b>	<b>\$622.97M</b>	<b>\$220.91M</b>	<b>\$843.88M</b>	<b>\$31.15M</b>	<b>\$11.04M</b>	<b>\$42.19M</b>

Source: Salary and Fringe Benefit Costs by Employee Unit & Fund for the 2010-2011 Base Budget

City of San Jose  
November 2009